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| **Elements of Professional Community**  Garmston and Wellman  **Jigsaw Debrief – Faculty Meeting April 20, 2010** | |
| 1. **Compelling purpose, shared standards, academic focus**   Teachers see their role as making a difference in students’ lives. That purpose requires clear standards, and a strong academic focus.  At RVIS we have best-practice programs; clear standards; in public domain. Now we are tweaking/refining these programs to better suit our students’ needs. | 1. **Communal application of effective teaching practices and deprivatized practice**   Teachers traditionally worked in isolation, but it is difficult to grow without feedback. We can improve together and have consistent instructional approaches.  At RVIS we benefitted from paired teaching last year. Now we have little opportunity. But the introduction of walkthroughs in the PGP will help. PLCs have potential but not when the focus is on housekeeping. |
| 1. **Collective efficacy and shared responsibility for student learning**   Teachers overcome obstacles as individuals – but more effectively as a group – to plan and achieve goals. Participating in decision-making builds a sense of collective efficacy.  At RVIS we have all participated all along. The question now is, How do we make it better? | 1. **Relational trust in each other, in students and parents**   The glue that binds communities:  Trust –respect and listening  Confidence – we can do our jobs  Integrity – Saying and doing  At RVIS the staff has trust. Students trust their environment and their teachers. For parents it’s growing – the CC will contribute to this. It is an overall strength, but still room for improvement. |
| 1. **Collaborative Culture**   Collaboration and collegiality can be taught, practices and learned. Practices include shared expertise; examining data, support, shared responsibility. *It takes a village...* | 1. **Individual and group learning based on ongoing assessment and feedback**   Learning is socially constructed and requires active engagement. For groups this requires conscious attention and purposeful structures  At RVIS we have participate in group learning. Grade level meetings, development of exemplars. |